

# Border Patrol Agent (Direct Hire)

DEPARTMENT OF HOMELAND SECURITY

Customs and Border Protection

## Open & closing dates

2019-01-01 to 2019-01-31

[Help](#)

## Service

Competitive

## Pay scale & grade

GL 9

## Salary

\$52285.00 to \$84331.00 / per year

## Appointment type

Permanent

## Work schedule

Full-Time

## Locations

[Help](#)

Many vacancies in the following location:

### Location Negotiable After Selection, United States

vacancies

## Relocation expenses reimbursed

No

## Telework eligible

No

**This job is open to**

[Help](#)



## The public

U.S. citizens, nationals or those who owe allegiance to the U.S.

## Clarification from the agency

United States Citizens

## Apply

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### Duties

#### Announcement number

BPA DH GL9 19-4

#### Control number

520151200

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## Summary

**Duty Locations:** While the location in this announcement is "Location Negotiable," the following geographic corridors are most likely to have Border Patrol Agent vacancies at the time of your final offer: West Texas-New Mexico Corridor, South Texas Corridor and Arizona Corridor. See the *How to Apply* section below for more information.

**This is a Direct Hire Public Notice. Category rating, Veterans' Preference and traditional rating and ranking do not apply to this Public Notice.**

[Learn more about this agency](#)

## Responsibilities

A fully trained Border Patrol Agent (BPA) may be eligible for overtime pay (up to an additional 25% of salary). Border Patrol Agents (BPA) may also have a higher starting salary based on their duty location. Please visit the [OPM website](#) for more information.

This is a career ladder position with a grade level progression of GL-9, GS-11, and GS-12. You will be eligible for a promotion to the next higher grade level (without re-applying) once you

successfully complete 52 weeks in each grade level (with supervisor approval). For example you could:

start as a BPA in June 2019 as a GL-9 and make \$52,285 - \$65,356 per year\*

be promoted in June 2020 to GS-11 and make \$61,218- \$76,522 per year\*

be promoted in June 2021 to GS-12 and make \$73,375 - \$91,718 per year\*

\*please note this example includes a range from minimum locality pay up to maximum potential salary with overtime earnings Pay rates are based on the [2018 "Rest of the United States" salary table](#) and do not take into consideration higher locality pay where applicable or yearly cost of living increases.

Being a Border Patrol Agent makes you a valuable member of the Federal Law Enforcement Officer (LEO) profession. Typical assignments include:

Detecting, preventing, and apprehending undocumented aliens and smugglers of aliens at or near the land borders by maintaining surveillance from covert positions

Responding to electronic sensor alarms

Interpreting and following tracks, marks and other physical evidence

Using infrared scopes during night operations

Responding to aircraft sighting and other anti-smuggling activities

Performing farm and ranch checks, traffic checks, city patrols, and transportation checks

Patrolling the international boundary and coastal waterways and using a variety of Government assets for the accomplishment of the USBP Mission. These assets may include, but are not limited to: vehicles, horses, vessels, watercrafts, off-road vehicles, ATVs, snowmobiles, and motorcycles

## Travel Required

Occasional travel

Travel may be required based on operational needs.

## Supervisory status

No

## Promotion Potential

12

## Job family (Series)

### 1896 Border Patrol Enforcement Series

## Requirements

[Help](#)

## Conditions of Employment

**Firearm Proficiency:** You will be required to carry a firearm. Firearm proficiency is required for all Border Patrol Agents and is part of the training provided.

**Probationary Period:** You must serve a one-year probationary period during the first year of your initial permanent federal appointment to determine fitness for continued employment.

**Formal Training:** You will be detailed to the [U.S. Border Patrol Academy](#) in Artesia, New Mexico for approximately 6 months of intensive instruction in immigration and nationality laws, law enforcement and Border Patrol-specific operations, drivers training, physical techniques, firearms, and other courses. You will also be provided training to become proficient with the Spanish language and will be tested on your language abilities.

**Uniform:** This position requires wearing an officially approved uniform while in a duty status.

**Residency Requirement:** To be considered for this position, an applicant must meet the residency requirement for three years before his or her application by:

1. Residing within the United States or its protectorate or territories; or
2. Working for the U.S. government as an overseas Federal or military employee; or
3. Being a dependent of a U.S. Federal or military employee serving overseas

Exceptions may be granted if you provide complete state-side coverage information regarding participation in "Study Abroad" programs, overseas church missions, or state-side addresses of anyone who worked or studied with you overseas. You must provide information and related documentation during the hiring process.

**Shift Work/Overtime:** This position requires regular and recurring shift work. You must be willing and available to work rotating shifts. You may also be rotated between assignments and duty locations. You could be required to work overtime on a daily basis and will be compensated up to an additional 25% of your base pay in accordance with the Border Patrol Agent Pay Reform Act of 2014.

**Driver's License:** You must possess a valid driver's license.

You must meet job-related medical, fitness, suitability and drug-testing standards.

All agency employees are required to participate in Direct Deposit/Electronic Funds Transfer for salary payments.

## Qualifications

The qualification requirements listed below must be met by the closing date of this announcement.

If you do not have previous or current law enforcement or military law enforcement experience, you may qualify for the GL-5 or GL-7 grade levels. Please refer to the BPA DH GL-5/7 grade level announcement: [Apply Here!](#)

You qualify for the GL-9 grade level (starting salary \$52,285 up to \$65,356 with potential overtime) if you possess the following:

**Experience:** One year of specialized work experience that shows that you have the ability to enforce local, state, and/or federal laws and regulations in a law enforcement capacity and otherwise have the authority or ability to do the following: plan and conduct investigations, plan and make arrests, serve court orders (warrants), use firearms, and/or deal with people in a persuasive, tactful, and resourceful manner.

**Education Substitution:** There is no education substitution for this grade level.

**Note:** To be eligible for overtime, employees must be fully trained.

**National Service Experience (i.e., volunteer experience):** Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps,

AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

**Political Appointees:** The Office of Personnel Management (OPM) must authorize employment offers made to current or former political appointees. If you are currently, or have been within the last 5 years, a political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee in the Executive Branch, you must disclose this information to the Human Resources Office.

**Age Requirement:** Effective May 8, 2016, the Commissioner of CBP has approved a temporary increase in the maximum allowable age for original placement into a BPA position; therefore, candidates must be referred for selection before reaching their 40th birthday (increased from age 37). In accordance with Public Law 100-238, this position is covered under law enforcement retirement provisions. However, the age restriction may not apply if you are currently serving or have previously served in a federal civilian law enforcement (non-military) position covered by Title 5 U.S.C. 8336(c) or Title 5 U.S.C. 8412(d). This measure will increase the statutorily mandatory retirement to an age of up to 60 to allow individuals the opportunity to complete 20 years of law enforcement service (See U.S.C 8425 (b)(1) and 8335 (b)(1)).

The age restriction does not apply if you are a Veterans' Preference eligible. For more information on Veterans' Preference eligibility please see the [OPM Veterans Guide](#).

## Education

There is no Education Substitution for this grade level.

## Additional information

**Polygraph Examination:** The BPA position is a polygraph-required position. You must take a polygraph exam and have favorable results in order to continue in the pre-employment process. For more information and videos about the polygraph process, please see [Polygraph Examination](#).

**Polygraph Reciprocity:** CBP may accept the results of a prior federal polygraph exam in lieu of a CBP polygraph exam. You will receive information to request reciprocity in your Background Investigation package.

**Polygraph Waiver:** Certain veterans may be eligible to obtain a polygraph waiver. You will receive information to request a waiver in your Background Investigation package.

**Background Investigation:** This position is a sensitive National Security Position and, upon selection, applicants will be required to undergo, and must successfully pass, a Tier 5 investigation or equivalent for placement and retention in this position. For more information please see [Background Investigation](#).

**Misdemeanor Crime of Domestic Violence:** The Border Patrol Agent position is a weapons-carrying position. Any person who has been convicted of a misdemeanor crime of domestic violence cannot lawfully possess a firearm or ammunition. Therefore, if you have been convicted of a misdemeanor crime of domestic violence, you are not qualified for this position.

**Medical/Physical Requirements:** This position has medical/physical requirements. Click [here](#) for the specific requirements. You must complete the medical screening process and be found to meet the medical standards for the position. Employees in this position may be required to undergo a medical examination/evaluation at the request of the Agency. If you do not meet the medical standards for the position, you may request a waiver of the medical standard by demonstrating with non-medical information that, with or without reasonable accommodation, you can safely perform the essential duties of the position.

**Drug Testing Requirements:** This is a drug testing designated position. You must complete and pass a drug test as a condition of employment. Employees are subject to drug testing in compliance with the Agency's Drug-Free Workplace Program.

**Physical Fitness Screening:** You will be required to successfully pass the Pre-employment Fitness Test. Please see the [Pre-Employment Fitness Test Physical Readiness Program](#) for additional information. This a 6-week program designed to assist you in achieving a level of physical fitness that will help you successfully pass CBP fitness tests.

**Interview Process:** You will be required to pass a face-to-face structured interview (SI).

If you receive a conditional offer of employment for this position, you will be required to complete an [Optional Form 306, Declaration for Federal Employment](#), and to sign and certify the accuracy of all information in your application, prior to entry on duty. False statements on any part of the

application may result in withdrawal of offer of employment, dismissal after beginning work, fine, or imprisonment.

Any offers of employment made pursuant to this announcement will be consistent with all applicable authorities, including Presidential Memoranda, Executive Orders, interpretive U.S. Office of Management and Budget (OMB) and U.S. Office of Personnel Management (OPM) guidance, and Office of Management and Budget plans and policies concerning hiring. These authorities are subject to change.

## How You Will Be Evaluated

We will review your resume and supporting documentation to ensure you meet the basic qualification requirements. If you meet the minimum qualifications, your experience and training will be rated using an online self-assessment questionnaire that is based on the competencies or knowledge, skills, and abilities listed below. You will receive a score ranging from 70-100 based on your responses. Your entire application package will then be reviewed.

**Knowledge, Skills, Abilities and Other Characteristics (KSAOs):** Candidates who meet the minimum qualification requirements are required to possess certain Knowledge, Skills, Abilities, or Other Characteristics (KSAOs) to successfully perform the functions of this position. Candidates will be asked to demonstrate their ability to perform of these KSAOs in their resume. **The KSAOs are:**

- Knowledge of Immigration and Nationality Law (e.g., non-immigrant classifications, immigrant classifications, inadmissible aliens, removable aliens, derivative citizenship, 8 USC)

- Knowledge of the Use of Force Policy (e.g., firearms, less-lethal devices and techniques, qualification requirements)

- Knowledge of Criminal Law and Procedure (e.g., statutory authority)

- Skill in Using Physical Techniques (e.g., self-defense, baton, OC spray, PLS)

- Skill in Using Firearms (e.g., hand gun, shotgun, M-4)

- Skills in Basic Operation of a Motor Vehicle (e.g., everyday use of vehicles, parallel parking)

## Background checks and security clearance

Security clearance

[Other](#)



**Drug test required**

Yes

**Required Documents**[Help](#)

**Resume:** A resume in English is required. It must contain your full legal name, address, phone number, complete work history, a detailed description of your duties, the dates you performed those duties (MM/DD/YY), as well as your hours worked per week. **Note: Most applicants are screened out for insufficient information on their resume.** Please see the [CBP Border Patrol Agent Resume Aid](#) for specific information and examples.

**Veterans' Preference Documents:** If you claim Veterans' Preference you will be required to submit proof of eligibility (DD 214, Member-4 copy, Certificate of Release or Discharge). Those applying for 10-Point preference must submit documentation that demonstrates preference eligibility. Please see the documentation as listed on the [SF-15](#). **\*Although Veterans' Preference does not apply to Direct Hire Authority, upon selection Veterans' Preference documents may be required.**

**Statement of Service (Certification Letter):** If you are still on active duty you must submit certification from the Armed Forces showing when you will be discharged or released from active duty. The certification letter should be on letterhead of the appropriate military branch of the service and contain (1) the military service dates including the expected discharge or release date; (2) campaign badges and expeditionary medals; and (3) the character of service. View more about [Veterans' Preference](#).

**Age Requirement Documents:** If you are over the age of 40 you will need to submit proof you are eligible for the position of Border Patrol Agent. If you are claiming an age waiver based on Federal law enforcement service; you must submit copies of your SF-50s reflecting the beginning date and end date of creditable Federal civilian (not military) service under Title 5 U.S.C. 8331(20), and Title 5 U.S.C. 8401(17). Block 30 of your SF-50 should show Retirement Code M or O. If you do not meet the age requirement and you are unable to provide this required documentation, you will not receive consideration under this announcement. If you are claiming an age waiver based on Veterans' Preference, submit the required Veterans' Preference documents.

**Are you claiming special priority selection rights under the Career Transition Assistance Program (CTAP) or Interagency Career Transition Assistance Program (ICTAP)?** Please submit:

- a copy of your agency notice,
- a copy of your most recent performance rating, and
- a copy of your most recent SF-50, Notification of Personnel Action, noting your current position, grade level, and duty location

**Are you a current or former political appointee?** If you are or have been a political Schedule A, Schedule C, Non-career SES or Presidential appointee employee, you must submit a copy of your applicable SF-50, along with a statement that provides the following information regarding your most recent political appointment:

Position title

Type of appointment (Schedule A, Schedule C, Non-career SES, or Presidential Appointee)

Agency

Beginning and ending dates of appointment

## Benefits

[Help](#)

A career with the U.S. Government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding. [Learn more about federal benefits.](#)

[Review our benefits](#)

Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time, or intermittent. Contact the hiring agency for more information on the specific benefits offered.

## How to Apply

[Help](#)

To begin your online application, sign into USA Jobs or create a USA Jobs account if you do not already have one. Click **Apply** and follow the online prompts to fill out the questionnaire and submit your application. Your application packet must include a completed assessment

questionnaire, a resume, and any applicable and/or required supporting documentation. Please see the *Required Document* section for additional information. All application materials must be in English. If you are planning to apply using your phone or tablet, see [Browser Compatibility](#).

Applications and supporting documentation will not be accepted by mail or email. The address posted below is for inquiries only. Applicants may not update assessment responses after submitting an application. You must submit your resume, application questionnaire, and any supporting documents at the time of application. Please see the *Next Steps* section for more information.

**Duty Locations:** Offers are made based on operational needs and requirements and are determined by the U.S. Border Patrol. Although the locations listed will most likely be available, the duty location offered in your final offer letter may include any geographic location within the Southwest Border region. The U.S. Border Patrol does not allow the initial assignment of Border Patrol Agent trainees to duty stations within a 100-mile radius of their pre-employment home of record. This will not affect your future career decisions or your ability to apply for or be selected for positions that are near your pre-employment home of record:

**South Texas Corridor** - (to include but not limited to the following locations) Brownsville, Corpus Christi, Cotulla, Falfurrias, Fort Brown, Freer, Harlingen, Hebbronville, Kingsville, Laredo North, Laredo South, Laredo West, McAllen, Weslaco, and Zapata, TEXAS

**West Texas/New Mexico Corridor** - (to include but not limited to the following locations) Abilene, Alpine, Amarillo, Big Bend National Park, Brackettville, Carrizo Springs, Comstock, Del Rio, Eagle Pass North, Eagle Pass South, El Paso, Fabens, Fort Hancock, Fort Stockton, Lubbock, Marfa, Midland, Pecos, Presidio, Rocksprings, San Angelo, Sanderson, Sierra Blanca, and Uvalde, TEXAS; Alamogordo, Albuquerque, Deming, Las Cruces, Lordsburg, Santa Teresa, and Truth or Consequences, NEW MEXICO

**Arizona Corridor** - (to include but not limited to the following locations) Ajo, Blythe, Casa Grande, Douglas, Naco, Nogales, Sonoita, Tucson, Wellton, Willcox, and Yuma, ARIZONA

A detailed map of Border Patrol Sectors can be found at: [Border Patrol Sectors](#)

For more information on CBP's mission, activities, and careers please visit our website at [CBP.gov](#).

**Career Transition Assistance Program (CTAP) and Interagency Career Transition Assistance Program (ICTAP) Eligibles:** If you have never worked for the federal government, you are not

CTAP or ICTAP eligible. View information about [CTAP/ICTAP eligibility](#) on OPM's Career Transition Resources website. To be considered eligible under CTAP and/or ICTAP, you must submit the supporting documents listed under the required documents section of this announcement.

DHS offers competitive salaries and an attractive benefits package. For more information, go to the [DHS Careers](#) website and select [Benefits](#). [Disabled veteran leave](#) will be available to any Federal employee hired on or after November 5, 2016, who is a veteran with a service-connected disability rating of 30 percent or more.

DHS uses e-Verify, an Internet-based system, to confirm the eligibility of all newly hired employees to work in the United States. Learn more about [E-Verify](#), including your rights and responsibilities.

Applying to this announcement certifies that you give permission for DHS to share your application with others in DHS for similar positions. View [common definitions](#) of terms found in this announcement. View more information on [applying for federal employment](#).

CBP encourages women, minorities, and veterans to apply for an exciting career with U.S. Customs and Border Protection.

Follow U.S. Customs and Border Protection on Twitter @CustomsBorder

## Agency contact information

### CBP Hiring Frontline BPA/CBPO

#### Phone

[\(833\)405-8051](tel:(833)405-8051)

#### Email

[CBPApplclicantContactCenter@cbp.dhs.gov](mailto:CBPApplclicantContactCenter@cbp.dhs.gov)

#### Address

United States Border Patrol  
CBP Hiring Center  
5600 American Boulevard  
Suite 700

Bloomington , MN  
55437  
US

[Learn more about this agency](#)

## Next steps

You will be referred for selection consideration during the announcement open period as you successfully complete the application, online questionnaire, and upload your documents. Your application and supporting documents will be reviewed to determine if you meet the minimum qualifications for the GL-9 grade level. Applicants who successfully complete the application process will be referred during the open period of this announcement in order of applications received. Due to the critical needs of this position, all eligible and qualified applicants will be referred for selection consideration. **Please ensure all required documents are uploaded at the time of application.** A valid application does not guarantee selection.

Your status will be updated on USAJOBS throughout the process. To check your status, log into your USAJOBS account and go to your home page to view active applications. For detailed status, click on the plus sign (+) next to the announcement. If you meet minimum qualifications, you will be contacted for placement into the hiring process.

If you are already in the pre-employment process for a Direct Hire selection for a Border Patrol Agent position and you reapply under this announcement and are subsequently referred for a position, your new referral may replace any existing Direct Hire Border Patrol Agent referral regardless of preference corridor, and may delay your pre-employment processes.

The Federal hiring process is setup to be fair and transparent. Please read the following guidance.

## Equal Employment Opportunity Policy

The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy And gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership

in an employee organization, retaliation, parental status, military service, or other non-merit factor.

- [Equal Employment Opportunity \(EEO\) office at OPM](#)
- [Office of Equal Opportunity](#)

## Reasonable Accommodation Policy

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application and hiring process should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a Case-by-Case basis.

A reasonable accommodation is any change in the workplace or the way things are customarily done that provides an equal employment opportunity to an individual with a disability. Under the Rehabilitation Act of 1973 the Equal Employment Opportunity Commission (EEOC) must provide reasonable accommodations:

- When an applicant with a disability needs an accommodation to have an equal opportunity to compete For a job;
  - When an employee with a disability needs an accommodation to perform the essential functions of the job or To gain access to the workplace; And
  - When an employee with a disability needs an accommodation to enjoy equal access to benefits and privileges of employment (e.g., details, trainings, office-sponsored events).
- [Disability Employment - Reasonable Accommodations](#)
  - [How to contact an agency](#)

## Legal and regulatory guidance

[Financial suitability](#)

[Social security number request](#)

[Privacy Act](#)

[Signature & False statements](#)

[Selective Service](#)

[New employee probationary period](#)